### Level 1 Professional Practice Pillar

**Level 1: Basic general knowledge and an awareness of the role of occupational therapy**

Entry level; undertakes a limited number of straightforward tasks under direct supervision; any new starter to work in the sector, not necessarily straight from school; may progress rapidly to Level 2; aware of service improvement projects, and the need for self-development.

**Qualifications which might be expected at this Level of the Career Framework:**

- Maths and English to GCSE, Standard Grades or equivalent.
- Evidence of personal development in previous employment and/or education.

**Skills:**

- Work on specific delegated tasks within established protocols with direct supervision.
- Work with a degree of autonomy and as part of a team to undertake specific activities per established protocols with direct supervision.
- Work within national and local policies and procedures (including, but not limited to, confidentiality, consent, ethics, health and safety, risk management, complaints, data protection, equality and diversity policies, service user involvement).
- Use basic communication skills to share information in routine situations.

**Mind-set:**

- Actively listen to the views of others to help solve routine problems.
- Consider different perspectives and question yourself and others in your work, seeking advice from more experienced colleagues when required.

**Possess basic general knowledge of:**

- The importance of enabling people to do the things they want, need or are expected to do to support them being well in life.
## Level 2 Professional Practice Pillar

<table>
<thead>
<tr>
<th>Level 2: Basic understanding of occupational therapy and the field of work</th>
<th>Possess basic factual knowledge of:</th>
</tr>
</thead>
<tbody>
<tr>
<td>May carry out practice-based, technical, scientific or administrative duties per established protocols or procedures, with guidance and supervision; participates in service improvement; beginning to identify areas for self-development.</td>
<td>■ The importance of enabling people to do the things they want, need or are expected to do to support them being well in life.</td>
</tr>
</tbody>
</table>

**Qualifications which might be expected at this Level of the Career Framework:**

- Maths and English to GCSE, Standard Grades or equivalent.
- Higher education qualification, e.g. National Vocational Qualification (Level 2), Scottish Vocational Qualification (Level 2) or a willingness to complete or equivalent experience.
- Evidence of personal development in previous employment and/or education.

**Skills:**

- Work on specific delegated tasks within established protocols with indirect supervision.
- Work with a degree of autonomy and as part of a team to undertake delegated activities per established protocols with immediate access to more experienced colleagues.
- Work within national and local policies and procedures (including, but not limited to, confidentiality, consent, ethics, health and safety, risk management, complaints, data protection, equality and diversity policies, service user involvement).
- Share information effectively and concisely in routine situations.

**Mind-set:**

- Consider different perspectives and question yourself and others in your work, seeking advice from more experienced colleagues when required.
- Actively listen to the views of others to solve routine problems.
## Level 3 Professional Practice Pillar

| Level 3: **Knowledge and understanding of facts, occupational therapy procedures, processes, principles and general concepts in a field of work** | Possess knowledge of facts, principles, processes and general concepts of:
<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>May carry out a wide range of delegated duties with guidance and supervision available when needed; contributes to service improvement, and is responsible for self-development.</td>
<td>• The importance of enabling people to do the things they want, need or are expected to do to support them being well in life.</td>
</tr>
<tr>
<td><strong>Qualifications which might be expected at this Level of the Career Framework:</strong></td>
<td></td>
</tr>
<tr>
<td>• Maths and English to GCSE, Standard Grades or equivalent.</td>
<td></td>
</tr>
<tr>
<td>• Higher education qualification, e.g. National Vocational Qualification (Level 2/3), Scottish Vocational Qualification (Level 2/3).</td>
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<tr>
<td>• Evidence of education or training relevant to therapies.</td>
<td></td>
</tr>
<tr>
<td>• Evidence of personal development in previous employment and/or education.</td>
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</tr>
<tr>
<td><strong>Skills:</strong></td>
<td><strong>Mind-set:</strong></td>
</tr>
<tr>
<td>• Complete routine elements of the occupational therapy process with supervision.</td>
<td>• Consider different perspectives and question yourself and others when making decisions guided as necessary by more experienced colleagues.</td>
</tr>
<tr>
<td>• Work with a degree of autonomy and as part of a team, manage delegated activities and accept accountability and responsibility for own actions.</td>
<td>• Actively listen to the views of others to facilitate problem solving.</td>
</tr>
<tr>
<td>• Work within national and local policies and procedures (including, but not limited to, confidentiality, consent, ethics, health and safety, risk management, complaints, data protection, equality and diversity policies, service user involvement).</td>
<td></td>
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<tr>
<td>• Share information effectively and concisely in a range of situations.</td>
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</tbody>
</table>
**Level 4 Professional Practice Pillar**

**Level 4: Knowledge and understanding of occupational therapy principles, procedures, processes and general concepts within a field of work**

Guided by standard operating procedures and protocols; makes judgements, plans activities; contributes to service improvement and demonstrates self-development; may have responsibility for aspects of supervision of some staff or students.

**Qualifications which might be expected at this Level of the Career Framework:**

- Maths and English to GCSE, Standard Grades or equivalent.
- Higher education qualification, e.g. National Vocational Qualification (Level 3/4), Scottish Vocational Qualification (Level 3/4), Higher National Certificate, Foundation Degree.
- Evidence of education or training relevant to therapies.
- Evidence of personal development in previous employment and/or education.

**Skills:**

- Complete elements of the occupational therapy process with supervision.
- Work with a degree of autonomy and as part of a team, manage a designated workload within a scope of practice and accept accountability and responsibility for own actions.
- Work within national and local policies and procedures (including, but not limited to, confidentiality, consent, ethics health and safety, risk management, complaints, data protection, equality and diversity policies, service user involvement).
- Share information effectively and concisely in a range of situations.

**Possess factual and theoretical knowledge of:**

- The importance of enabling people to do the things they want, need or are expected to do to support them being well in life.

**Mind-set:**

- Consider different perspectives and question yourself and others when making decisions guided as necessary by more experienced colleagues.
- Actively listen to the views of others to facilitate problem solving.
Level 5 Professional Practice Pillar

Level 5: **Comprehensive, specialised, factual and theoretical knowledge and understanding of occupational therapy and of the boundaries of that knowledge**

Creative problem-solver; makes judgements within own scope of work; actively contributes to service improvement and self-development; may have responsibility for supervision of staff or students; may be eligible for registration with the Health and Care Professions Council (the regulatory body in the United Kingdom) as an occupational therapist, or may be non-regulated and have own specialist trade or craft, e.g. posture and seating skills.

**Qualifications which might be expected at this Level of the Career Framework:**
- Diploma in Occupational Therapy.
- Degree, Honours Degree or Masters.
- Degree in Occupational Therapy.

**Skills (practice-based, technical or scientific):**
- Complete the occupational therapy process with supervision.
- Work autonomously and as part of a team, manage a designated workload within a scope of practice and accept professional accountability and responsibility.
- Work within national and local policies and procedures (including, but not limited to, health and safety, risk management, complaints, data protection, professional regulation where appropriate (Health and Care Professions Council), codes and standards of professional practice (Royal College of Occupational Therapists), equality and diversity policies, service user involvement).
- Share information effectively and concisely in a range of situations.

**Mind-set:**
- Think critically and reflect when making professional judgements guided as necessary by more experienced colleagues.
- Actively listen and seek the views of others to facilitate shared ownership of decision making.

**Possess comprehensive, specialised, factual and theoretical knowledge of:**
- The importance of enabling people to do the things they want, need or are expected to do to support them being well in life.
Level 6 Professional Practice Pillar

<table>
<thead>
<tr>
<th>Level 6: <strong>Critical understanding of theory and practical occupational therapy knowledge</strong></th>
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<tbody>
<tr>
<td>Leads in a specific area with some responsibility for service and team performance; creative problem-solver; supervises staff/students; consistently undertakes self-development.</td>
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</tbody>
</table>

**Qualifications which might be expected at this Level of the Career Framework:**
- Diploma in Occupational Therapy.
- Degree, Honours Degree or Masters.
- Degree in Occupational Therapy.
- Postgraduate study.

<table>
<thead>
<tr>
<th>Possess advanced knowledge and critical understanding of:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Theories and principles about the importance of enabling people to do the things they want, need or are expected to do to support them being well in life.</td>
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</table>

<table>
<thead>
<tr>
<th>Skills (<em>practice-based, technical or scientific</em>):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Complete the occupational therapy process.</td>
</tr>
<tr>
<td>Work autonomously and as part of a team and assume professional accountability and responsibility for a specific aspect of service delivery.</td>
</tr>
<tr>
<td>Work within national and local policies and procedures (including, but not limited to, health and safety, risk management, complaints, data protection, professional regulation where appropriate (Health and Care Professions Council), codes and standards of professional practice (Royal College of Occupational Therapists), equality and diversity policies) and support others to do so.</td>
</tr>
<tr>
<td>Share and defend own viewpoint succinctly and appropriately in a range of situations.</td>
</tr>
<tr>
<td>Respond constructively to queries and complaints.</td>
</tr>
<tr>
<td>Implement practices that promote service users’ and carers’ rights and participation, in line with their choices, and support others to do so.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Mind-set:</th>
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</thead>
<tbody>
<tr>
<td>Think critically and reflect when making professional judgements, including those in more complex and unpredictable contexts, guided as necessary by peers and more experienced colleagues.</td>
</tr>
<tr>
<td>Actively listen and seek the views of others to facilitate shared ownership of decision making.</td>
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</table>
Level 7 Professional Practice Pillar

<table>
<thead>
<tr>
<th>Level 7: <strong>Highly specialised knowledge and critical awareness</strong></th>
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</thead>
<tbody>
<tr>
<td>Specialist practice-based, technical or scientific skills; innovative; responsible for service development in complex environments; leads within services/research/education contexts; supervises staff/students; proactively self-develops.</td>
</tr>
</tbody>
</table>

**Qualifications which might be expected at this Level of the Career Framework (in addition to Levels 5/6):**
- Postgraduate Certificate or Diploma.
- Masters Degree.
- Doctorate.

**Skills (practice-based, technical or scientific):**
- Complete the occupational therapy process.
- Work autonomously and as part of a team and assume professional accountability and responsibility for a broad aspect of service delivery.
- Work within national and local policies and procedures (including, but not limited to, health and safety, risk management, complaints, data protection, professional regulation where appropriate (Health and Care Professions Council), codes and standards of professional practice (Royal College of Occupational Therapists), equality and diversity policies) and ensure others do so.
- Share and defend own viewpoint succinctly and appropriately in a range of situations.
- Respond constructively to queries and complaints and support others to do so.
- Contribute to strategies and practices that promote service users’ and carers’ rights and participation in line with their choices, and support others to do so.

**Possess highly specialised knowledge and critical awareness of:**
- Theories and principles about enabling people to do the things they want, need or are expected to do to support them being well in life.

**Mind-set:**
- Think critically and reflect when making professional judgements, including those in more complex and unpredictable contexts, guided as necessary by peers and more experienced colleagues.
- Actively listen and seek the views of others to facilitate shared ownership of decision making.
## Level 8 Professional Practice Pillar

**Level 8: Most advanced and specialised knowledge and skills**

At the forefront of the profession; strategic leader; political influencer; original thinker; responsible for finances, service development and/or multiple teams; supervises staff/students; intuitively self-develops.

**Qualifications which might be expected at this Level of the Career Framework (in addition to Levels 5/6/7):**
- Masters Degree.
- Doctorate.

**Skills (practice-based, technical or scientific):**
- Complete the occupational therapy process.
- Work autonomously and as part of a team and assume professional accountability and responsibility for service delivery.
- Work within national and local policies and procedures (including, but not limited to, health and safety, risk management, complaints, data protection, professional regulation (Health and Care Professions Council), codes and standards of professional practice (Royal College of Occupational Therapists), equality and diversity policies) and ensure others do so.
- Share and defend own viewpoint succinctly and appropriately in a range of situations.
- Accountable for the overall management of complaints and/or conflicts.
- Contribute to strategies and practices that promote service users’ and carers’ rights and participation in line with their choices.

**Possess the most advanced and specialist knowledge of:**
- Theories and principles about enabling people to do the things they want, need or are expected to do to support them being well in life.

**Mind-set:**
- Think critically and reflect when making professional judgements, including those in the most complex and unpredictable contexts, guided as necessary by peers.
- Actively listen and seek the views of others to facilitate shared ownership of decision making.
- Make critical judgements and decisions in circumstances where a precedent may not exist.
## Level 9 Professional Practice Pillar

<table>
<thead>
<tr>
<th>Level 9: <strong>Most advanced and specialised knowledge and skills</strong></th>
<th>Possess the most advanced and specialist knowledge of:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develops services to a population; works at the highest level of an organisation; accountable for the performance of staff/services; thinks at a systems level; supervises staff/students; intuitively self-develops.</td>
<td><strong>Theories and principles about enabling people to do the things they want, need or are expected to do to support them being well in life.</strong></td>
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**Qualifications which might be expected at this Level of the Career Framework (in addition to Levels 5/6/7/8):**
- Masters Degree.
- Doctorate.

<table>
<thead>
<tr>
<th><strong>Skills (practice-based, technical or scientific):</strong></th>
<th><strong>Mind-set:</strong></th>
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<td>- Complete the occupational therapy process.</td>
<td>- Think critically and reflect when making professional judgements, including those in the most complex and unpredictable contexts, guided as necessary by peers.</td>
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<td>- Work autonomously and as part of a team and assume professional accountability and responsibility for service delivery.</td>
<td>- Actively listen and seek the views of others to facilitate shared ownership of decision making.</td>
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<tr>
<td>- Work within national and local policies and procedures (including, but not limited to, health and safety, risk management, complaints, data protection, professional regulation (Health and Care Professions Council), Codes and standards of professional practice (Royal College of Occupational Therapists), equality and diversity policies) and ensure others do so.</td>
<td>- Make critical judgements and decisions in circumstances where a precedent may not exist.</td>
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<tr>
<td>- Share and defend own viewpoint succinctly and appropriately in a range of situations.</td>
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<td>- Accountable for the overall decisions made regarding management of complaints and/or conflicts.</td>
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<tr>
<td>- Contribute to strategies and practices that promote service users’ and carers’ rights and participation in line with their choices.</td>
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